Working towards our FUTURE!

Your place Our place Great place

Bega Valley Shire COMMUNITY STRATEGIC PLAN

Active & Healthy Communities  Employment & Learning Opportunities  Sustainable Living  Liveable Places  Connected Communities  Consultative Leadership
THE FUTURE

BEGA VALLEY COMMUNITY STRATEGIC PLAN 2040

The purpose of this Plan

This Plan defines our community's priorities and aspirations for the future.

It is for use by individuals, organisations, Council and other levels of government to help build a stronger and better Bega Valley Shire.

OUR ABORIGINAL CUSTODIANS

The Bega Valley Shire Council acknowledges that Aboriginal people are the original inhabitants, custodians and native titleholders of all land and water in the Shire.

We recognise Aboriginal spiritual, social and cultural connections to these lands and waters and state our commitment to ensuring that Aboriginal rights, as enshrined in legislation, are upheld and not eroded.

Our Community Vision

By working together, the Bega Valley Shire community integrates quality of life, enterprising business, sustainable development and conservation of the environment.
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VISION
01 OUR COMMUNITY VISION
Welcome to the Bega Valley Shire Community Strategic Plan 2040. This Plan reflects the values and ambitions of our local community and is the result of 12 months of extensive community engagement.

The high levels of participation in developing the Plan shows that our community feels a strong connection to our place and wants to play a part in creating their futures.

Council’s role in the development of this Plan has been to ask questions, listen and record the values, challenges and ambitions of our local community, and work together with our community to create a plan to achieve their future vision for the Shire.

The ideas and aspirations put forward in this Plan are what our community have collectively identified to make our place a great place.

We all have a role to play in working towards the future of our place and I look forward to working with the newly elected Council, the community, Council employees and other levels of government to support the ambitions of our community.

CR. KRISTY MCBAIN
MAYOR

In developing the Plan we also looked at the goals of the State Government’s Plan "NSW 2021", the draft South East and Tablelands Regional Plan and the strategies and actions from Council’s ‘Fit for the Future’ Improvement Plan.

In addition, it is based on the social justice principles of equity, access, participation and rights. It aims to promote equal rights for all by achieving better accessibility and inclusion for all ages and levels of ability.

The Plan is supported by:

- The Bega Valley Shire Council’s Delivery Program 2017 – 2021 that outlines which aspects of the Plan are under the direct control and responsibility of Council; and
- The Bega Valley Shire Resourcing Strategy which provides the framework, in terms of time, money, assets and people, to outline how Council will deliver the aspects of the Plan it is responsible for over the four year period.

The Plan will be reviewed every four years and throughout the life of the Plan, we will be listening to our community to ensure that it continues to reflect their long-term aspirations.
The estimated resident population of the Bega Valley Shire in 2017 is 34,000 people.

In 20 years it is estimated that an additional 5,500 people will be living in the Shire which is an average annual growth rate of around 0.65 per cent.

Our population is ageing and the proportion of people over 60 is expected to increase from 20 per cent to 35 per cent in the next 20 years.

The population density of the Shire is around 0.05 persons per hectare.

The Shire’s economic output was valued at $3.2 billion in 2014 (equating to 0.3 per cent of New South Wales’ gross state output) or $93,563 per capita.
ENGAGEMENT

How the plan was developed in collaboration with our community

This Plan has been developed as a partnership between Council, State Government agencies, community groups and individuals, and addresses the broad range of issues that are relevant to the whole community.

To inform the Plan, a community engagement strategy was adopted to clearly outline how individuals, community groups, government agencies and other organisations were to be involved in its development. The Community Strategic Plan 2040 Community Engagement Strategy is available on Council’s website.

The engagement strategy consisted of five main activities:

1. Research and review of past community engagement, strategies, plans and policies
2. Community Engagement Phase 1: Understanding and visioning through engagement activities and surveys
3. Development of the Understanding Our Place Report collating our community’s values, challenges, expectations and aspirations for the future of their place
4. Community Engagement Phase 2: Holding focus groups with community members and key agencies to check on Council’s progress with goal and priority setting
5. Community Engagement Phase 3: Exhibition of the draft Community Strategic Plan 2040 and all associated documents for community feedback

Following this process a final draft Plan was presented to Council for endorsement on behalf of the community and its partners.

The community engagement process identified a number of key opportunities and challenges for the Shire.

Our major opportunities include:

- Our strong communities which support each other through friendship and high levels of community involvement
- Our indigenous heritage and cultural activities including music, arts, events and celebrations
- The natural environment, climate, low-scale development and relaxed lifestyle
- Strong community support for sustainability initiatives and innovation
- The expansion of infrastructure in the Port of Eden
- Merimbula Airport and links to Canberra Airport
- Regional hospital and university campuses
- The expansion of existing agriculture and aquaculture industries and opportunities for new emerging industries including small producers
- Coastline, marine and adventure based tourism opportunities.

Our major challenges include:

- Distances to services, government centres, training, work and major cities
- Lack of public transport
- Slow rollout of the National Broadband Network across the region and poor mobile phone coverage
- Our large geographic area and dispersed population resulting in high costs and service and infrastructure duplication
- Varying community expectations about levels of service that Council should provide
- Lack of support for young people, especially opportunities for local tertiary education
- Our ageing population and the need for medical and other specialised services to meet their needs
- Economic growth and diversification, and lack of employment opportunities
- Adapting to climate change and maintaining and enhancing environmental values.

DID YOU KNOW

Two recent surveys have found that people in the Bega Shire have better than average levels of wellbeing and satisfaction with their lives particularly regarding their standard of living, health and feeling part of the community.

How the aspirations of our community will be delivered...

The priorities identified during the community engagement are reflected in:

Six outcomes:

1. Active and healthy communities
2. Employment and learning opportunities
3. Sustainable living
4. Liveable places
5. Connected communities
6. Strong, consultative leadership

Sitting under these outcomes are a series of 12 goals that reflect the community’s key ambitions for our future.

From these outcomes and goals a series of 30 strategies have been developed that detail how Council, other government agencies and our community can work together to achieve our goals.
Who will deliver the Plan...

We all play a part in the delivery of this Plan. Successful delivery relies on the development of partnerships between Council and other parties to implement the strategies. These partners include: State and Federal Government agencies, community organisations, peak associations, education institutions, non-government organisations, private sector organisations, ratepayers, residents and Council staff.

Key government agencies that have a role in delivering the Plan include:

- Australian Government Department of Infrastructure and Regional Development
- Australian Government Department of the Prime Minister and Cabinet
- Australian Coastal Councils Association
- Australian Local Government Association
- Canberra Region Joint Organisation
- Destination NSW
- Local Government NSW
- NSW Department of Education
- NSW Department of Premier and Cabinet
- NSW Department of Primary Industries
- NSW Department of Transport
- NSW Local Land Services South East
- NSW Health
- NSW Office of Environment and Heritage
- NSW Office of Local Government
- Other Australian Government Departments
- Regional Development Australia Southern Inland (State and Commonwealth)
- NSW Department of Industry, Skills and Regional Development
- NSW Department of Planning and Environment

Council's role...

This Plan is the overarching strategy to guide Council. All other strategies, plans and policies developed by Council seek to support the implementation of this Plan. These are aligned to this Plan to ensure that what Council does within its area of control is always moving towards the aspirations the community has articulated.

Council has a variety of roles in supporting and delivering this Plan, to:

- **Provide** services and infrastructure to the community
- **Collaborate** with other levels of government, agencies and community groups on projects and issues
- **Support** other organisations and groups to achieve outcomes by providing resources or bringing stakeholders together
- **Advocate** to decision makers on behalf of our community to raise issues and opportunities and inform other levels of government of local and regional priorities.

This Plan is supported by Council’s Delivery Program and Operational Plan and Resourcing Strategy as follows:

- Every four years, Council develops a Delivery Program which identifies what Council is going to do during that period to work towards the goals and strategies in the Plan
- Every year, an Operational Plan is developed to provide more detail about exactly what actions Council will take in the next financial year to achieve the four year Delivery Program
- The Delivery Program and Operational Plan are developed alongside a Resourcing Strategy which outlines how the actions and activities will be financed, assets managed and services delivered.

The relationship between the community’s input and Council’s plans is outlined in the diagram on the following page.
The relationship between the community's input and Council's plans.

Reporting cycle

It is important to track how we are progressing in delivering our Community Strategic Plan. Council will report back to the community at regular intervals on what has been achieved and how it is progressing on the desired outcome.

Council will report on the progress towards achieving the goals and strategies of the Community Strategic Plan using a set of progress measures. These progress measures are a combination of community indicators, Council performance measures and infrastructure milestones.

Baseline data for progress measures of the progress measures in the Community Strategic Plan will be updated when new information becomes available and will be reported as a minimum every four years. The performance measures will also be periodically reviewed for reliability and appropriateness and new or better measures may be included.

All reports will be made available to the community at Council meetings, online on Council’s website and at all local libraries. These reports include:

Half yearly Operational Plan Review
Every six months Council reports on the progress that has been achieved in implementing the Actions identified in the Operational Plan and strategies identified in the Delivery Program.

Annual Report
This is a report to the community every year on the progress in implementing the Operational Plan and Delivery Program, as these plans are Council’s responsibility.

End of Term Report
This is a report to the community in line with the election cycle on how successful the Council, Federal and State governments and the community have been in achieving the Objectives and community indicators identified in the Community Strategic Plan.
Outcomes

Goals & Strategies

1. Active and healthy communities
2. Employment and learning opportunities
3. Sustainable living
4. Liveable places
5. Connected communities
6. Strong, consultative leadership
Goal 1: We are co-operative, caring and enjoy a culturally rich community life.

Goal 2: We are an active, healthy community with access to good quality recreation and sporting facilities, and medical health care.
Active and Healthy Communities

Goal 1: We are co-operative, caring and enjoy a culturally rich community life.

Through our community engagement we learnt that:

We love our friends, and family, and living in small, friendly communities. We also value our indigenous heritage and cultural activities including music, arts and events. We are proud of our heritage and identity. In the future we would like more support for local creative, entertainment and cultural opportunities including improved facilities for community activities and events. We would value more opportunities to celebrate and promote our creative talents. We would also like our communities to be more accepting of diversity.

Strategy

1. Collaborate with partners to provide and support opportunities for social interaction, cultural industries, activities and events and care and services for disadvantaged people.

   Progress Measures

   Community Indicators
   - Perception of belonging to the community
   - Involvement in community activities
   - Involvement in arts, cultural or community events
   - Voluntary work

Strategy

2. Respect and promote our cultural heritage and support cultural diversity.

   Progress Measures

   Council performance measures
   - Premier’s Department Solution Brokerage outcomes
   - Protection of Aboriginal places of heritage significance

   Infrastructure milestones
   - Bundian Way
   - Tathra Wharf structure
Active and Healthy Communities

Goal 2: We are an active, healthy community with access to good quality recreation and sporting facilities, and medical health care.

Through our community engagement we learnt that:

The natural environment provides us with ample recreation opportunities such as fishing, walking, cycling, motor bike riding and water sports and we participate in a wide range of sporting activities. While there are many local activities that help to maintain healthy lifestyles and a new regional hospital, we do not currently have the range of quality local health services we desire.

In the future we want it to be easier to physically access public recreation spaces like beaches and reserves, and sport and recreation facilities. We also would like improved accessibility in our towns including retail spaces, pathways, main streets and smoother surfaces at transition points for people of all abilities. We would like good quality, local general medical services, Shire-wide hospital services, a range of resident medical specialists, appropriate health care for people with special needs, and for the Regional Hospital to be operating at full capacity.

Strategy
3
Improve the accessibility of the built environment, recreation spaces and facilities.

Progress Measures
 Council performance measures
• Disability Inclusion Action Plan
• Coastal Accessibility Plans

Strategy
4
Collaborate with partners to provide facilities, activities and services that encourage more people to have active and healthy lifestyles.

Progress Measures
 Community Indicators
• Obesity
• Psychological distress
• Level of physical activity
• Self-reported health
 Council performance measures
• Sporting and recreation facilities
• Reserves and foreshore areas
 Infrastructure milestones
• Masterplans for Bega and Pambula Sporting Complexes

Strategy
5
Advocate for decision makers to provide local medical services that meet the physical, mental and emotional needs of all our community.

Progress Measures
 Community Indicator
• Perception of access to health services
Outcome 2

EMPLOYMENT AND LEARNING OPPORTUNITIES

Goal 3: Our economy is prosperous, diverse and supported by innovative and creative businesses.

Goal 4: We have meaningful employment and learning opportunities for people in all stages in life.
Through our community engagement we learnt that:

In the future we would like our economy to grow and diversify. We have identified economic opportunities in our Shire surrounding the development and utilisation of the Port of Eden, Merimbula Airport, and Regional highway linkages. Other areas for growth and diversification include farming and food production, supporting small businesses, developing eco/adventure tourism and tourism infrastructure, attracting new businesses and industries, and encouraging innovative ideas and creative businesses.

Potential long-term economic growth opportunities:

In addition to agribusiness and tourism, future long-term economic growth opportunities for the Shire may include: becoming a base for innovation in information, communication and technology; alternative energies; medical research; food processing and ocean resources; community and personal care; retirement living and leisure; residential aged care; reskilling an ageing workforce; and preventative health and wellness.

Goal 3: Our economy is prosperous, diverse and supported by innovative and creative businesses.

Collaborate with relevant parties to develop and enhance the economic opportunities provided by the development of the Port of Eden, Merimbula Airport, East West freight corridor, and tourism services and facilities.

Collaborate with relevant parties to promote opportunities that will grow and diversify our economy and provide employment, including research and education initiatives, micro industries and other innovative creative and sustainable industries.

Progress Measures

Infrastructure milestones
- Eden Wharf embark and disembark facilities
- Eden Safe Harbour Development
- Eden Breakwater Wharf Extension

Economic growth
- Eden Wharf

Value of tourism to the economy
- Eden Wharf

Community indicators
- Eden Marine Centre of Excellence
- Snug Cove Masterplan

Innovative and creative businesses
- Eden Wharf

BEGA VALLEY SHIRE COUNCIL    WWW.BEGAVALLEY.NSW.GOV.AU    COMMUNITY STRATEGIC PLAN 2040

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Progress Measures

Infrastructure milestones
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- Eden Safe Harbour Development
- Eden Breakwater Wharf Extension

Economic growth
- Eden Wharf

Value of tourism to the economy
- Eden Wharf

Community indicators
- Eden Marine Centre of Excellence
- Snug Cove Masterplan

Innovative and creative businesses
- Eden Wharf
Through our community engagement we learnt that:

We love our schools and are engaged in a variety of formal and informal training and skills development and lifelong learning opportunities. Many of us are challenged by the limited range and number of local employment opportunities or the lack of local tertiary education and training opportunities.

In the future we would like plenty of job opportunities and education services for all stages in life, and for our Shire to become a great place for people who are seeking opportunities to grow their skills, improve their education, find meaningful employment and create their futures in our local community.

Goal 4: We have meaningful employment and learning opportunities for people in all stages in life.

Strategy

Collaborate with partners and advocate for the development of local education, training and lifelong learning opportunities.

Progress Measures

Community Indicators
- School retention
- University and vocational education and training subjects and attendance

Infrastructure milestones
- Boutique food industry trails

Strategy

Collaborate with the education sector and industry partners to support initiatives that create employment opportunities and choices.

Progress Measures

Community Indicators
- Household income
- Unemployment rate

Infrastructure milestones
- Innovation hub for education, health and industry and research activities
Outcome 3

SUSTAINABLE LIVING

Goal 5: Our air and water is pristine and our natural environment and rural landscapes are protected.

Goal 6: We are leaders in sustainable living and support innovative approaches to resource recovery and the production of renewable energy and food.
Sustainable Living

Goal 5: Our air and water is pristine and our natural environment and rural landscapes are protected.

Through our community engagement we learnt that:

We love our natural environment: the coast, waterways, trees, wildlife and clean fresh air. We love the views, landscapes, scenery, farmland vistas and rolling hills. We want to protect the quality of our natural environment through better land and water quality management, eliminate littering and improve weed and pest control. With appropriate development, we would also like to retain our natural resources and protect our scenery and rural vistas.
Sustainable Living

Goal 6: We are leaders in sustainable living and support innovative approaches to resource recovery and the production of renewable energy and food.

Through our community engagement we learnt that:

We love the climate and weather in our region and understand that natural resources are finite. In the future, we would like our communities to live more sustainably through improved resource management such as minimising waste disposal and landfill, constructing more sustainable buildings and businesses, producing renewable energy and increasing local food production.
Outcome 4

LIVEABLE PLACES

Goal 7: Our Shire continues to be a vibrant, enjoyable, safe and affordable place to live.

Goal 8: Our places retain their character and scale, development is well planned, and a range of goods and services are available with our Shire that meet local needs.
Liveable Places

Goal 7: Our Shire continues to be a vibrant, enjoyable, safe and affordable place to live.

Through our community engagement we learnt that:

We value our safe, relaxed, coastal, country style of living which we would like to retain. For some, the cost of living and the cost and availability of housing is a problem. In the future we can see a shortage in the provision of secure and affordable housing for families and individuals, and the range of accommodation that meets the needs of the elderly population. We would also like our existing facilities to be well maintained and our towns to be better presented.

Strategy

Provide proactive programs and support organisations and services that respond to the safety needs of our community.

Progress Measures

Community Indicators
- Perception of safety
- Crime

Strategy

Collaborate with relevant agencies and the private sector to increase the diversity and affordability of new and existing housing, particularly to meet the needs of our ageing population.

Progress Measures

Community Indicators
- Housing affordability
- Homelessness
- Diversity of private housing
- Residential aged care facilities

Strategy

Improve the presentation, maintenance and physical accessibility of existing facilities and towns.

Progress Measures

Council performance measure
- Appearance of town centres

Infrastructure milestone
- Town Centre Landscape Masterplans for Bega, Bermagui, Eden and Merimbula
Liveable Places

Goal 8: Our places retain their character and scale, development is well planned, and a range of goods and services are available within our Shire that meet local needs.

Through our community engagement we learnt that:

We like the local facilities and services that are provided in our towns such as parks, schools, sports facilities, libraries and shops. However, distance to these facilities is a problem for many as is the limited range of services and retail goods that are available locally. In the future, we would like better quality and a wider range of services available in our towns, including library, youth, elderly, police and social services. While many of us would like a greater variety of shops and increased availability of local food, some want more major retailers while others do not.

We like our small population, uncrowded towns and villages and lack of high-rise development. We are generally happy for some growth in our population, but want to maintain a balance between new development and protection of the environment in order to retain the existing small town atmosphere and local charm.

Other issues for the future include improving urban design in town centres, simplifying development approvals, and preserving agricultural land, heritage buildings and the existing low density residential character.
Outcome 5

CONNECTED COMMUNITIES

Goal 9: We have opportunities to work, learn and socialise through the provision of affordable public transport and telecommunications services.

Goal 10: We have a network of good quality roads, foot paths and cycleways connecting communities throughout the Shire and beyond.
Connected Communities

Goal 9: We have opportunities to work, learn and socialise through the provision of affordable public transport and telecommunications services.

Through our community engagement we learnt that:

We like our central location, air and road links to Melbourne, Canberra and Sydney. Some of us like the feeling of seclusion that the distance from regional centres provides, but many feel disadvantaged and isolated which is compounded by the lack of public transport and problems with telecommunications.

The lack of public transport within the Shire also adversely impacts us, making it hard for many people to people to travel to work, access education and engage in social opportunities. In the future we would like our towns and villages to be better connected with each other and places outside the Shire through an affordable, efficient public transport network, full mobile phone coverage and fast internet services.

21 Strategy
Advocate for relevant parties to develop better public transport options that are convenient, easily accessible and affordable.

Progress Measures
Community Indicators
• Use public transport
• Perception of access to public transport

22 Strategy
Collaborate with relevant parties to grow the passenger numbers through Merimbula Airport.

Progress Measures
Community Indicators
• Passengers through Merimbula Airport

23 Strategy
Advocate for decision makers to improve the availability of high speed broadband internet and mobile phone coverage.

Progress Measures
Community Indicators
• Perception of internet speed and mobile phone coverage
• Internet access
Connected Communities

Goal 10: We have a network of good quality roads, footpaths and cycleways connecting communities throughout the Shire and beyond.

Through our community engagement we learnt that:

We are challenged by the condition of our paved and gravel roads, seasonal parking availability, lack of footpaths and in our urban areas, and the lack of footpaths and cycleways connecting our communities.

In the future we would like the road network within the Shire to be better maintained, road connections to other regional centres to be upgraded, car parking in our towns and villages to be better designed and more plentiful, and highway traffic slowed down in our villages. We would like our Central Business Districts to be more ‘pedestrian friendly’ and physically accessible, and our urban areas to have more footpaths. We would also like a network of well-maintained shared footpaths and cycleways linking communities throughout the Shire.

Strategy

Improve connectivity between, and physical accessibility within, our towns and villages.

Progress Measures

Community Indicators

- Active transport

Council performance measure

- Footpaths, roads and cycleways

Infrastructure milestone

- Road, footpath and cycleway infrastructure

Advocate for decision makers to provide better road, sea and air connections to areas outside the Shire.

Progress Measures

Infrastructure milestones

- East - West connectivity to the Hume Highway (upgrades to Snowy Mountain Highway and Imlay Road)
- Port of Eden - Princes Highway via Imlay Street road upgrade
- East Coast High-speed Rail Corridor and Canberra to Eden Port rail link
Outcome 6

STRONG, CONSULTATIVE LEADERSHIP

Goal 11: We are an informed and engaged community with a transparent, consultative and responsive Council.

Goal 12: Our Council is financially sustainable and services and facilities meet community need.
Strong, Consultative Leadership

Goal 11: We are an informed and engaged community with a transparent, consultative and responsive Council.

Through our community engagement we learnt that:

We want to play a part in creating our futures. We would like Council to listen to our ideas and opinions and include us in decision-making processes through meaningful engagement. We would also like Council to communicate information about what Council is doing or intends to do more effectively, and be more transparent and open about decisions that are made. We are challenged by Council’s approach, decision-making processes and focus, and the way that Council consults and communicates with us.

The high levels of participation in surveys and engagement activities that were used to inform this Plan demonstrate that our community cares about the future of the Shire and is ready to collaborate with Council to make the Shire a great place. We have a strong desire for Council to take a stronger leadership role, to allow greater community involvement in decision-making and be more responsive to community needs.

Strategy

Lead, govern and regulate in an ethical, equitable, transparent and accountable way.

Progress Measures

Community Indicators
- Perception that decision makers represent the whole community

Council performance measures
- Internal conduct process
- Local leadership and decision making
- Overall organisation

Strategy

Inform our community about things that affect their daily lives using relevant and varied communication channels.

Progress Measures

Council performance measure
- Informing the community

Strategy

Consistently engage and consult across the whole community to ensure that a diversity of voices are heard and that feedback is captured and considered for decision-making and advocating purposes.

Progress Measures

Community Indicators
- Perception of involvement in local decision-making processes
- Voting turnout

Council performance measures
- Involving the community in local decisions
- Planning for the future of the Shire
Strong, Consultative Leadership

Goal 12: Our Council is financially sustainable and services and facilities meet community need.

Through our community engagement we learnt that:

Many of us are challenged by paying rates and we have a wide range of ideas about how we think Council funds should be distributed and what Council’s focus should be. In the future we would like Council to provide a wide range of services and facilities but also to be financially sustainable and to get better value for money for our rates.

Long Term Financial Challenges of the Bega Valley Shire Council:

The Bega Valley Shire Council faces many challenges that require strong financial leadership and political conviction if we are to continue to remain financially sustainable while meeting the needs and wants of our community and ensuring the appropriate management and replacement of our ageing infrastructure.

Strategy

Optimise value for money and deliver responsible and ethical spending and efficient service delivery across all of Council’s services.

Progress Measures

Council performance measure

- NSW Office of Local Government Fit for the Future Ratios
- Cost saving and efficiency initiatives with Eurobodalla Shire Council
- Cost saving and efficiency initiatives through membership of the Canberra Region Joint Organisation of Councils

Strategy

Provide friendly, effective and knowledgeable guidance when responding to enquiries and in day-to-day contact with our community.

Progress Measures

Council performance measures

- Responsiveness to community requests
PUTTING THE PLAN INTO ACTION

BEGA VALLEY COMMUNITY STRATEGIC PLAN 2040

COMMUNITY VISION FOR 2040

Community Strategic Plan 2040

10 years +

Working towards our FUTURE

Community Vision

Goals

Strategies

COUNCIL'S ROLE 2017 - 2021

COUNCIL'S DELIVERY PROGRAM

4 years

Major Projects

Programs & Strategies

Performance Measures

OPERATIONAL PLAN

1 year

Annual budget

Revenue Information

Programs & Services

Annual Projects

COUNCIL'S RESOURCING STRATEGY

4 years

Assets, people, time and dollars required

Financial Management

Workforce Management

Asset Management

Technology Management

Plant & Fleet Management